

## Calendar

Dec. 7 – MCSC Town Hall from 1-3 p.m. at Quantico's Little Hall.

Dec. 12 – Federal Benefits Open Season ends.

Dec. 14 – Small Business Opportunities Conference at Fredericksburg Expo and Conference Center.

Dec. 15 – Application packages due for Marine Corps ACAT I & II Ground Slating Board.

Dec. 16 – Last day to donate for Toys for Tots.

Dec. 16 – Ticket sales end for Holiday Social.

Dec. 20 – Holiday Social from 1-4 p.m. at The Clubs at Quantico.

Jan. 2 – MCTSSA Color Guard presents Colors at 2012 Rose Bowl.

## The Point

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Distributed the first Tuesday of each month. Deadline for submissions is two Thursdays prior to distribution. Deadline for January is Dec. 22.

*The Point* is an authorized publication for the employees and U.S. military service personnel attached to the Command. Contents are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the U.S. Marine Corps, Marine Corps Systems Command or Program Executive Officer Land Systems.

## 'The Point' submissions

Each month, *The Point* brings Marines, Civilian Marines and families the latest news in Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS). Topics include security, safety and features from product groups, off-site program managers, deputy commanders, assistant commanders and Strategic Plan Objective Teams. There are also articles about spouses and families. To submit an article for this newsletter, send it to [mcscpao@usmc.mil](mailto:mcscpao@usmc.mil). Submission deadlines are the third Thursday of the month. *The Point* is distributed the first Tuesday of the month. Photographs are not published. Also, be sure to read *Families On Point* attached separately.

## Town Hall addresses acquisition topics

The last MCSC Town Hall of the year will start at 1 p.m. Dec. 7 at Quantico's Little Hall.

Brigadier General Frank Kelley, MCSC Commander, will give opening remarks and introduce Traci Kelley and Gerard "Mac" McManus to speak about the upcoming Spouses Town Hall. Valerie Tolan from Contracts will discuss the Feb. 14 game show family event.

Katrina McFarland, Assistant Secretary of Defense for Acquisition and President of Defense Acquisition University will speak about acquisition at various levels in the Defense Department. Brigadier General Kelley will also review Command changes that will refine the acquisition process.

Other scheduled speakers include Lance Raymond who will address the budget; Christine Kuney on Marine Corps Acquisition Deep Dive; Sandra Switzer on Vision to Performance; and Julie Mattocks on redeploy, retrograde and reset.

This is the bus schedule for local employees:

2200 Lester Street Quantico – bus will arrive at 11:45 a.m. and leave at noon for Little Hall. The bus will shuttle between Bldg. 2200 and Little Hall until 12:55 p.m.

PM AAA Woodbridge – bus will arrive at noon and leave at 12:15 p.m. for Little Hall.

39 Tech Parkway Stafford – bus will arrive at noon and leave at 12:15 p.m. for Little Hall.

Quantico Corporate Center – bus will arrive at noon and leave at 12:15 for Little Hall.

This is the DCO information for those who are not local: for slides: <https://connect.dco.dod.mil/mcscctownhall>; for sound: (703) 432-CONF Bridge#7 Pass code: 9643.

## SPO Team 4.1 – working for you

Strategic Plan Objective Team 4.1 has claimed many accomplishments to date, including:

- Evaluated the current space allocation configuration and developed an optimal Command Space Allocation Plan using a contract with ONYX.
- Overseen the development of three potential new work environments for MCSC.
- Met with Marine Corps Base Quantico G-5 and received approval to pursue military construction at Boswell's Corner location.
- Developed an implementation plan, with ONYX, that will move the workforce out of Hospital Point and minimize the number of disruptions, while phasing construction on a final campus-like work environment.
- Developed and carried through until publication, the Command's policy on contractors in the workspaces that is in full implementation.
- Developed a statement of work to provide expertise in facility planning that was funded, and the contract was awarded. The key deliverables include:
  - Quick building modifications using optimal space allocation model
  - Determination of current and future assets and requirements
  - Recommendation for renovation, demolition and/or construction of MCSC facilities to meet current and future demands
  - Development and execution Command plan for space allocation (interim and midterm)
  - Development of site plan options for master plan alternatives.
- Key in decision making and facilitation of many organizational "move arounds" during renovation efforts.
- Responded to the Command workforce input via a survey; they have met with Bureau of the Blind to enhance the quality of the food at the 2200 cafeteria and provide other enhancements.
- Has developed and regularly updates an interactive location map with details for all MCSC major entities.
- At the request of the Command's workforce, they identified cubicle space enhancements and obtained funding for enhancement rollout. All rollouts have been completed.
- Acquired and installed an ATM in the cafeteria area of Bldg. 2200.

Team members are Jerry Mazza, John Garner, John Young, Chuck Parton, Dean Kleveno, Bill Barnebee, David Karcher and Linda Murawski.

## SPO 3.2 Team conducts CAO survey

The Strategic Plan Objective (SPO) 3.2 Team is conducting a survey to measure the level of success in communicating MCSC's Competency Aligned Organization (CAO) implementation and the level of success in promoting understanding of the concept among the workforce.

"We would appreciate you taking 10 minutes to fill out the survey," said Dick Bates, MCSC Assistant Commander for Programs. "The survey provides opportunities to communicate with SPO 3.2 on matters regarding CAO implementation and will serve to inform future work in this area."

The survey is posted on TIGER and it is also available at

<https://www.ocio.marcorsyscom.usmc.mil/survey/TakeSurvey.asp?SurveyID=I2H7p71L6p4LM>.

## Donate toys through Dec. 16.

You can donate toys to the Marine Corps Reserve Toys for Tots Program through Dec. 16. Donation boxes have been placed around the Command for your convenience.

Donated toys need to be unopened and not wrapped. Most campaign sites are able to assist children up to age 12, but many local communities provide support such that the age limit may be extended to 14-16. It is requested that donors consider what might be an appropriate gift for their own child or relative, purchase the item and donate it to Toys for Tots.

Pre-teens and teens can be difficult to shop for, so the program has suggested items they have received in the past for these groups. Those items include sporting equipment, books, backpacks, cosmetics, purses, watch and wallet gift sets,

bath gift sets, board games, remote control devices, hand-held electronics, curling irons, and hair dryers and straighteners.

Toys for Tots will not distribute realistic-looking weapons and gifts with food. All other donated toys will be distributed locally as Christmas gifts to needy children. The primary goal of Toys for Tots is to deliver, through a new toy at Christmas, a message of hope to less fortunate youngsters that will help them become responsible, productive, patriotic citizens.

## **MCTSSA Color Guard to present the Colors at 2012 Rose Bowl**

The Marine Corps Tactical Systems Support Activity's (MCTSSA) Color Guard will present the national colors during opening ceremonies for the renowned 2012 Rose Bowl being held Jan. 2 in Pasadena, Calif.

The Pasadena Tournament of Roses Association has dedicated this year's game, which will pit the University of Oregon, Pac-12 Champions, and the University of Wisconsin, Big Ten Champions, to honoring wounded military personnel. J.R. Martinez, an Iraq War veteran seriously burned when his Humvee hit a land mine, will toss the coin before the kickoff.

"It's pretty cool to represent the Marine Corps on such a grand scale," said Sergeant Robert Mohlmaster, the Guard's Color Sergeant for the past year.

Volunteering their off-duty time, Mohlmaster and the rest of the MCTSSA's Color Guard team – which includes Color Bearer Sergeant Matthew Vanhesteren and Riflemen Corporal Christopher Rosario, Lance Corporal Logan Swank and Lance Corporal Joseph Marble – practice weekly, presenting the colors and representing the Marine Corps before a wide variety of audiences.

"Right now, we're carrying about half of Camp Pendleton's off-base community requests for color guard support in southern California," Mohlmaster said. "Besides prominent baseball, soccer and events such as the Los Angeles Angels' home opener and Rose Bowl, we support Veterans Day parades, concerts, school assemblies...the full gamut, averaging about one event every other week. At the end of November, we led the Hollywood Christmas Parade, one of the nation's oldest parade traditions."

Surrounded by celebration and honoring wounded warriors, the 98th Rose Bowl Game and the Color Guard's presentation of colors will kick off at about 2 p.m. PST Jan. 2, before a stadium crowd of 90,000.

## **Selection boards convene**

Acquisition Professional Officers (MOS 8059) and officers interested in becoming acquisition professionals should be on the lookout for a series of upcoming MARADMINS announcing the fiscal year 2012 Acquisition Primary MOS 8059 Selection Board, FY12 Marine Corps Acquisition Category I and II Ground Slating Board, and FY12 Marine Corps Acquisition Command Selection Board. These selection and slating boards are scheduled to take place during January and February. Key dates are:

	<b>MARINE CORPS ACQUISITION CATEGORY ACAT I &amp; II GROUND SLATING BOARD</b>	<b>ACQUISITION PRIMARY MOS 8059 SELECTION BOARD</b>	<b>MARINE CORPS ACQUISITION COMMAND SELECTION BOARD</b>
<b>ACQUISITION RECORD AUDIT DEADLINE</b>	12/01/2011	12/23/2011	12/23/2011
<b>APPLICATION PACKAGES DUE</b>	12/15/2011	01/04/2012	01/06/2012
<b>BOARD CONVENES ON OR ABOUT</b>	01/24/2012	02/06-09/2012	02/08-10/2012

## Stuff the turkey, not yourself

*By Ron Alcott*

*Sport and Health Program Coordinator*

*Information Systems and Infrastructure*

Ah, the holidays. Turkey, stuffing, green bean casserole and then seconds. Wait, did somebody say dessert? If you're like most people, you look forward to Thanksgiving as a time to get together with family and maybe some friends to give thanks for what we have. It's also a day most of us blow that New Year's resolution to lose the 10 pounds we gained last year. Well, OK, maybe you already blew it, but this is likely a day that you will really blow it.

It's difficult to stay on course when the holidays roll around. The stress of shopping for loved ones, traveling and eating on the go all can take a toll on our health. When we are stressed, we tend to reach for unhealthy snacks to try to fulfill that craving or make ourselves feel better. This, of course, has a negative result because we then start to feel guilty for eating, and it creates a vicious cycle. This cycle can be broken, however, by being aware of triggers that cause us to reach for those unhealthy foods. The following tips can help you be more prepared to make better decisions as we head into the holiday season.

### Plan ahead

Before you head out on that shopping trip think ahead. How long are you going out, and what will you eat while you are away from home? Have a meal or a snack at home before you head out so you will be less likely to stop somewhere on the go. If you are going to be out and about for several hours, plan on where you will eat ahead of time and what healthy choices you will have. By thinking about it ahead of time, you have already given yourself a plan to avoid that eventual craving you will get when your stomach reminds you it has been a few hours since you've fed it. Or better yet, pack some healthy snacks to take with you. Pack a cooler bag with some carrot sticks and cheese, or maybe a few slices of lean turkey on whole wheat bread. If you have it with you already, you're more likely to have that than eat out. Plus, you double your bonus by saving the money you would have spent on food so you can spend it on more gifts.

### Write down your goals

If you have fitness goals in mind already, write them down on a couple of 3x5 recipe cards. Keep one in your purse or wallet as a reminder. Clip one to the visor on the driver's side of your car so you see it when you drive around. If you have a shopping list you will use to check off items as you buy them, write your goals and a few motivational quotes on your list so you see it each time you check your list. It's a great reminder; it works for Santa.

### Make a new tradition

Just because stuffing ourselves during Thanksgiving and Christmas has been what we've always done since we were kids, it doesn't mean we have to keep on doing it. So far this year I've already seen three Turkey Trot 5K races advertised for Thanksgiving Day morning. I ran in one of them. Our family backed up dinner time one hour later so several of us could participate in the 5K. It was a benefit run for the local food bank that provides food to needy families. What better way to make yourself feel better than by doing something healthy for yourself while helping a great cause do wonderful things for families in your locality. You don't have to be a runner to participate in these events. You can walk, hobble or skip if you want to; the point is that you are doing something great for your health.

If you don't want to run before you have to prepare your food, think about taking a walk after dinner. We moved into the country a few years ago and have hosted Thanksgiving ever since. The whole family goes out and walks down our country road for about 40 minutes shortly after we finish dinner. This is a great way to set an example for younger children and let them grow up and develop healthy traditions for the holidays.

### Give your menu a makeover

Everyone looks forward to Aunt Mary's delicious sweet potato casserole with piles of brown sugar and marshmallows. It happens to be a personal favorite of mine. (We didn't make it last year.) If your family is like our family, everyone participates in the cooking, bringing their own specialty dish or desert. Talk to your family members and tell them you would like them to make healthier choices this year for the holidays. Ask them to think about trying a new recipe or

modifying an old recipe by making some healthier substitutions among the ingredients. My sister-in-law makes the most delicious mashed potatoes. I think she uses about three sticks of butter in one batch. It's delicious but incredibly high in calories, and it's not as though butter fills you up and makes you fuller any faster. Be aware of – and ask the other chefs in your family to be aware of – the impact of the ingredients they use in their recipes. You can greatly reduce the number of calories by making simple and easy substitutions.

Don't let the holidays take your fitness goals by surprise. By following these simple steps and developing healthier habits and making healthier choices you will find that come Jan. 1 you won't need to set yet another resolution to lose that 10 pounds you gained since mid-November. You can set your goals on loftier things such as running the Marine Corps Historic Half-Marathon in May. Happy Living!

## Registration opens for Defense GameTech 2012

Registration is open for Defense GameTech Users' Conference 2012 scheduled for March 26-30 in Orlando, Fla. GameTech is a unique user-focused conference dealing with gaming technologies that enhance warfighter training. Gaming experts will discuss the current state of game technologies. Government, industry and academia will share knowledge, research and technology on virtual worlds and games for training.

MCSC personnel who want central funding for temporary-duty orders and registration fees must provide their information by Feb. 15 to [william.yates@usmc.mil](mailto:william.yates@usmc.mil). Funding is limited. Full registration requirements are available via email.

## Quantico confirms winter weather procedures

Several times each winter, Quantico receives enough snow and ice accumulation to negatively impact on the normal operations of the base.

At these times, the base status (weather code) is modified to ensure the safety of personnel and allow for snow clearing to be conducted to return the base to normal operations as quickly as possible.

Whenever conditions warrant, a weather call will be made by the Base Commander based on the current and projected conditions. Mission requirements, condition of the base and local roads, status of the federal government and other factors are all considered in this decision.

During duty hours, weather advisories will be provided to the commands and tenant activities, and the decision whether or not to release personnel early will be made accordingly.

After duty hours, when inclement weather will impact operations for the following day, every effort will be made to make the weather call before 4 a.m.

There are four possible weather calls:

Code Green: The base is open and employees are expected to report to work on time.

Code Yellow: The base is open on time. Reasonable delays for reporting to work are excused. Unscheduled leave is authorized.

Code Blue, xx A.M.: The base is open at a specific time (xx). Unscheduled leave is authorized.

Code Red: Weather conditions are severe, and the base is closed for normal operation. Only emergency and essential personnel are expected to report to work.

The weather code will be disseminated as follows:

- Marine Corps Base Quantico (MCBQ) Hotline: (703-784-3638)
- MCBQ website: ([www.quantico.usmc.mil](http://www.quantico.usmc.mil))
- Local television and radio stations
- Mass Notification System email

As a reminder and in accordance with MCBO 11210.1C:



Tenant commands and activities are responsible for clearing their building entrances, walkways and sidewalks. De-icer, salt and shovels can be obtained through ServMart.

Personnel must not park on designated snow emergency routes until snow clearing operations are complete.

## Knowledge Center offers responses to CAO FAQs

With MCSC's transition to a competency-aligned organization (CAO), the Command has created a CAO Knowledge Center for the workforce to access. This site features up-to-date CAO information as well as answers to frequently asked questions. The responses cover everything from the basics to more detailed CAO information.

Replying to what is a CAO, the site states, "Competency alignment is an organizational approach to Command execution. This operational framework provides us the ability to centrally develop and manage Command-wide pools of talent assigned to our frontline, cross-functional Integrated Product Teams and supporting staffs. The competency alignment construct enables seamless management of our workforce and gives us the ability to apply our critical human resources where they are needed most in order to rapidly and efficiently meet our Command's mission and the needs of the Marine Corps."

The site also explains how the CAO benefits everyone: "We have made a strong corporate commitment to focus considerable resources on building the sort of leadership behaviors, technical expertise and working in a team-based work environment we want each of you, as competency members, to exhibit. For those who have shown they have the desired leadership characteristics, technical expertise and team work skills, they will receive favorable consideration for positions where strong leadership ability, technical acumen and team work are critical. For those who wish to build and improve their leadership skills, technical knowledge and teaming skills, we will provide a full range of training and education designed to meet your needs and to help you gain the level of performance we require in every team member and to meet your personal and professional goals."

The link to the CAO Knowledge Center is located on the horizontal menu bar (left side of page under MCSC) of the Total Information Gateway for Enterprise Resources – TIGER for short. To access the CAO Knowledge Center, when asked, select the email common access card certificate (usually the second line down) because the CAO Knowledge Center is hosted on SharePoint. The workforce can continue to submit additional questions by clicking on the link in the CAO Knowledge Center or submitting them directly to [mcscceo@usmc.mil](mailto:mcscceo@usmc.mil).

## Commander names Program Manager for Intelligence Programs

MCSC has established a Program Manager for Marine Intelligence (PMM Intel) with Colonel Mike Bergerud moving from Chief of Staff to assume the new position.

"Last week I announced key leadership changes in Product Group 14 within the broad context of reviewing program alignment across the Command and the PEOs we support," said Brigadier General Frank Kelley, MCSC Commander. "As promised in that notification, we continue to assess the future of all product groups and programs with an eye to increase our efficiency, relevance and responsiveness. This adaptive effort on our part is increasingly critical and urgent as our Marine Corps undergoes comprehensive scrutiny.

"Based on these dynamics, effective immediately, we will establish a PMM Intel," the General continued. "This program is responsible for all intelligence programs and projects. Intelligence programs are no longer aligned under a product group but will report directly to the Commander. This change will align our intelligence acquisition and sustainment efforts more directly with the Marine Corps Expeditionary Force Development System, which identifies intelligence as one of the six essential warfighting functions."

The General concluded, "The main strength that enables us to contemplate such initiatives continues to be the qualitative depth and agility of our workforce. Creating PMM Intel is a fine example. Not only do we have the ability to adapt on the run, but we also have the caliber of people to make it happen in stride. In this regard, I'm very pleased to announce the reassignment of Colonel Mike Bergerud to serve as PMM Intel. The same reputation for professional excellence, operational savvy, technical mastery, strong communication skills and exceptional leadership, which led to his selection as our Chief of Staff, marks this latest assignment in his distinguished career as being in the best interests of this Command and the Marine Corps. Please give Colonel Bergerud our continued full support in this important new role."

## New Chief of Staff assumes duties

Scott Allen has assumed duties as MCSC Chief of Staff, moving from his position as Deputy Chief of Staff for Operations.

Announcing the change, Brigadier General Frank Kelley, MCSC Commander, said, "I announced Colonel Mike Bergerud is assuming duties as our new PMM Intel [see previous story]. Fortunately, we didn't have far to search for his replacement. Effective immediately, Mr. Scott Allen is reassigned as Chief of Staff. As our point man in direct support of the operating forces, Scott has built a Corps-wide reputation at all levels for responsiveness to warfighter demand. In fact, he has been the standard-bearer of our mission success in translating many of your efforts into impact on the battlefield. His distinguished career has included a previous temporary assignment as Chief of Staff during a key transitional time in this command.

"Along the way," the Commander added, "Scott has built a superb operations team, whose success has highlighted the tremendous talents of people such as Ms. Julie Mattocks. Jules is a 2011 graduate of Marine Corps Command and Staff College and has the energy and enthusiasm to keep us all on track. In view of our high confidence in her proven leadership abilities and potential, she is hereby reassigned to replace Scott as Deputy Chief of Staff for Operations. Please congratulate Scott and Jules on their new responsibilities and give them our continued full support."

## Thrift Savings Plan participation always open

There is no open season for Thrift Savings Plan (TSP). You may enroll, change or cancel your contributions at any time. Benefits Bulletin 2011-11 provides information about participating in TSP during 2012. The bulletin is available at <http://www.public.navy.mil/DONHR/BENEFITS/resources/Pages/Default.aspx>.

Participants may contribute up to \$17,000 in tax-deferred money to the TSP in 2012. This is an increase from the 2011 limit of \$16,500. If you will be age 50 or over in 2012, you can also contribute up to \$5,500 in additional "catch-up" contributions as long as your regular contributions for the year are expected to reach the \$17,000 limit. The catch-up contribution limit has not changed from 2011.

If you want to contribute the maximum tax-deferred amount in 2012, distributed equally over 26 pay periods, you should make your election Dec. 4-17. Transactions will be effective Dec. 18 and will be withheld from the pay check received Jan. 6. There is no action required if you are satisfied with your contributions for your regular TSP; however, you must make a catch-up TSP election to participate in calendar year 2012.

You must make your TSP election electronically using the Employee Benefits Information System (EBIS) at <http://www.donhr.navy.mil/>. Under the Benefits tab click on EBIS. If you have not accessed EBIS in the last 60 days, you must reset your password. Information about accessing EBIS can be found at <http://www.public.navy.mil/donhr/Benefits/ebis/Pages/HowToAccess.aspx>.

If you have questions about TSP, call the Benefits Line at (888) 320-2917 and select menu option #4 to talk to a Customer Service Representative (CSR). CSRs are available 7:30 a.m. to 7:30 p.m. EST Monday through Friday except on federal holidays. The TTY number for the deaf and hard of hearing is (866) 328-9889. During this time of the year the Benefits Line call volume is typically highest between 10 a.m. and 3 p.m. Continue to hold until a CSR is able to answer your call, or call outside the peak call hours.

## Federal Benefits Open Season ends Dec. 12

Only a few days remain in the Federal Benefits Open Season that ends Dec. 12. This is your opportunity to enroll, make changes or terminate enrollment for health insurance, dental insurance, vision insurance and the Flexible Spending Account. The Department of the Navy Benefit Civilian Human Resources Web site at <http://www.public.navy.mil/donhr/Benefits/Pages/BenefitsOpenSeason.aspx> is an excellent source of Open Season information.

You will make your open season election using the application for the specific program:

– Health insurance: Employee Benefits Information System (EBIS) at <http://www.donhr.navy.mil/>, under the Benefits tab click on EBIS.

– Dental and vision Insurance: <https://www.benefeds.com/>.

– Flexible Spending Account: <https://www.fsafeds.com/fsafeds/index.asp>.

Contact information for all the Open Season programs is available at <http://www.public.navy.mil/DONHR/BENEFITS/Pages/BenefitsOpenSeason.aspx>.

During Open Season call center volume is typically quite high. Be patient and hold on the line until a Customer Service Representative (CSR) is able to answer the call. If you call after peak hours, the wait time to speak to a CSR is shorter. Generally peak hours are 9 a.m. to 5 p.m.

## **Marines supply ammunition to troops**

A sophisticated supply system keeps ammunition readily available for troops posted in southwestern Afghanistan, according to a senior Marine Corps noncommissioned officer who's involved in the effort.

## **Reading lists aim to promote personal, professional growth**

Legend has it that Alexander the Great slept with a copy of The Iliad, Homer's epic poem set during the Trojan War, under his pillow. Almost 2,500 years later, professional reading remains an important part of the military culture. Every service, most professional military schools and an increasing number of geographic and combatant commands offer up reading programs and reading lists as part of their professional development efforts.

## **MilConnect is new online portal for DOD beneficiaries**

A range of information about Defense Department benefits information and eligibility is now available online, the director of the Defense Manpower Data Center said. Two new online efforts – milConnect and eCorrespondence – give beneficiaries 24/7 access to personnel information; the ability to update information related to health, education and other benefits; and email notifications about changes in benefits, Mary Dixon told American Forces Press Service.

## **New Tricare handbook available online**

Tricare has announced the release of a new online handbook that contains details on both Tricare Prime and Tricare Prime Remote program options. Tricare said its newly combined 88-page handbook includes information on regional contractors; providers; the Defense Enrollment Eligibility Reporting System; enrollment and disenrollment; access standards; emergency, urgent, specialty, and routine care; referral and prior authorization requirements; health, pharmacy and dental benefits; filing claims; and other program information.

## **DOD reflects on 40 years of diversity training**

It's been 40 years since the military began training troops to accept each others' differences and get along. And if anyone questions the value of diversity training, they need only to consider how much things have changed since it began, the director of the Defense Equal Opportunity Management Institute says.

## **DOD seeks to boost use of alternative fuels**

The Defense Department continues to seek ways to enhance energy security while investing in alternative fuel resources, a senior Pentagon official said here today during a conference at Georgetown University.